



INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

October 23, 2011

Boston Ratifies 3-Year Agreement

On August 25, 2011, the musicians of the Boston Symphony unanimously ratified a three-year agreement that runs from August 29, 2011 through August 24, 2014.

LENGTH OF SEASON: Remains at 52 weeks

WAGES:	[2010-11]	2011-12	2012-13	2013-14
Annual Salary –	[\$128,180]	\$132,028	\$135,980	\$140,088
Weekly Salary –	[\$2,465]	\$2,539	\$2,615	\$2,694
Percent Increase –		3%	3%	3%

PENSION (Private): [WAS - \$75,000] Increases to \$77,000

ORCHESTRA SIZE: Unchanged at 101 members

INSURANCE:

Health – The Corporation will continue to provide 100% coverage for the HMO. Effective September 1, 2011, Players enrolled in the PPO medical plan will pay weekly premium sharing amounts of \$15 single coverage/\$25 family coverage in the 2011-12 and 2012-13 seasons, and \$20 single/\$35 family in the 2013-14 season. Married couples enrolled as individuals in the PPO plan will pay a total of \$25 per week in 2011-12 and 2012-13, and \$35 in 2013-14. All Player premium payments shall be made with pre-tax dollars through a Premium Flexible Spending Account.

Retiree Medical Coverage – Beginning October 1, 2011, the existing Medicare Supplement Plans offered to retirees will be replaced with a plan that reduces the annual premium to \$4,470 or a plan with a \$4,156 annual premium. For those retired prior to August 1, 1995, the Corporation agrees to continue paying the full cost for one of its group medical plans, including Medicare Supplement Plans, premiums through August 31, 2021. For Players who retired after August 1, 1995 and those who retire during the 2011-14 Agreement the Corporation will pay up to \$5,400 annually toward health care premiums. Dependents of retirees may be covered under a group plan at the Player’s expense.

The Corporation will establish a Retiree Medical Bank that will “bank” the difference in annual premiums paid if less than \$5,400, to be used in the future to help defray premium costs that subsequently exceeds the \$5,400 annual cap. The Corporation will work with the Players to fund further contributions (i.e. benefit concerts) to the Retiree Medical Bank.

Health Care Task Force – It will continue as a communication vehicle for the Corporation and Players to work collaboratively on health care-related matters.

TRAVEL: Changes for tours, runouts and Carnegie Hall concerts include distribution of information regarding repertoire, scheduling and transportation that will allow time for comment and possible changes to occur; and a best efforts clause to provide wireless internet service on buses for trips exceeding 20 miles

PER DIEM:	[2010-11]	2011-12	2012-13	2013-14
Tanglewood –	[\$136]	\$140	\$145	\$150
Tour (US/Canada) –	[\$101]	\$104	\$107	\$110
New York City –	[\$111]	\$114	\$117	\$120

WORKING CONDITIONS:

- Concert length was amended to allow two Symphony Season concert series (up to 4 concerts each) and four concerts during the Tanglewood Season to be up to 2 ½ hours in length. This is a reduction in the number of extended length concerts.
- Requirements for the number of weeks, quota rehearsals and performances of the Boston Pops Spring Season and Symphony Season (including Pops concerts) were amended beginning with the 2012-13 season; Boston Pops quota concerts and rehearsals at Tanglewood were established for all three seasons. Boston Symphony Chamber Players concert requirements were also established. This schedule also guarantees Players will receive three weeks of vacation between the end of the Tanglewood Season and the beginning of the following Symphony Season.
- A clock will be visible on stage for all rehearsals.
- The Corporation agrees to give the Players 60 days notice for any requests for AV archival recording at Tanglewood.

MISCELLANEOUS:

- **Radio and Internet Payments** – Players will receive an annual payment for radio and internet product: \$600 in 2011-12 and 2012-13, and \$900 in 2013-14.
Extra Players who perform services taped for broadcast will receive a weekly payment of \$15 in 2011-12 and 2012-13, and \$22.50 in 2013-14.
Side Letter 3 which provided special provisions for media activities has been deleted.
- A probationary Player whose Trial Acceptance Period has been extended once must receive a 2/3 majority vote or more from the Audition Committee to receive tenure, otherwise there will be no further extensions of the Trial Acceptance Period.
- The Artistic Liaison Committee has been eliminated.
- The Player members of a Conductor Search Committee will be elected for each conducting position vacancy.

Thanks to the negotiating team: Jonathan Menkis, Chair; John Ferrillo, Catherine French, Suzanne Nelsen, and Glen Cherry. Thanks also to Local 9-535 representatives, President Pat Hollenbeck and Bob Couture, and to Attorney Mel Schwarzwald. Special thanks to Federal Mediator Josh Flax.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Boston Symphony ICSOM Delegate, James Orleans.

BOSTON SYMPHONY ORCHESTRA